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# WOMEN'S NATIONAL LAND SERVICE CORPS.

## INTERIM REPORT

From the formation of the Corps, in FEBRUARY, 1916,  
to SEPTEMBER 30th, 1916.

HEADQUARTERS :

50, UPPER BAKER STREET, LONDON, N.W.



NOV 9 1918

**WOMEN'S NATIONAL LAND SERVICE CORPS**

(In conjunction with the Women's Farm and Garden Union).

**Report of the First Eight Months' Work up till September 30th, 1916.****President :****HIS GRACE THE DUKE OF MARLBOROUGH, K.G.****SUPPORTED BY**

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cont.

28 Nov. 19 direct

## OBJECTS OF THE WOMEN'S NATIONAL LAND SERVICE CORPS

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- (1)—To speed up the recruitment of all classes of women for work on the land, in order to ensure the maintenance of the home grown food supply.
- (2)—To create a favourable opinion as to the value of women's work in agriculture by supplying a body of workers capable of making a good impression, and thereby breaking down the prejudices of those of the agricultural community who are opposed to the employment of women.
- (3)—To use the members of the Corps, not only as units of labour, but as organisers of the work of village women, and as an example and encouragement to these women to come forward.
- (4)—To help in the work of general propaganda, by supplying County Committees with organisers and trained speakers where these can not be obtained locally.

# REPORT.

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The Women's National Land Service Corps was formed in February, 1916, with the object of speeding up the recruitment of all classes of women for work on the land, in order to ensure the maintenance of the home grown food supply.

## **THE AGRICULTURAL SITUATION.**

Owing to the depletion through the War of agricultural labour this question had become serious. Herds of cows were being sold up because of the difficulty of getting milkers; crops were unweeded or unharvested, the acreage under fallow land increased, and the amount under corn decreased.

As additional men were called up the situation was bound to become more acute. The consequent reduction of the milk supply would levy its heavy toll on the infant life of the country, the price of food would rise, and shipping, urgently needed for the importation of war materials, would be diverted to bring in increasing quantities of food supplies from abroad.

## **GOVERNMENT ACTION.**

To meet this depletion with the only labour available, viz., that of women, the Government established an organisation throughout the counties, which, through Local Committees, was to call attention to the state of affairs; on the one hand to urge village women as a patriotic duty to work for farmers, and on the other to point out to farmers the necessity of taking every possible step to maintain the production of their farms by using the services of women to replace the men who had gone.

Public meetings were held, a canvass made of all women and a register formed of those willing to work.

## **DIFFICULTIES OF THE SITUATION.**

The situation was difficult chiefly because it did not run on ordinary economic lines; on the one hand farmers did not apply for the services of women, being sceptical as to their use, and this belief was unfortunately heightened and exaggerated in



many districts by the unsuitable type of women sent out by various amateur agencies at the beginning of the War. On the other hand village women did not offer their services in very large numbers partly because they did not realise the necessity; while the financial inducement was absent owing to the lowness of the agricultural wage and the fact that many women were already better off with their separation allowances. The work also in many places was considered derogatory.

### **FORMATION OF THE WOMEN'S NATIONAL LAND SERVICE CORPS.**

It was obvious to those who had had previous experience in the work of women on the land that there were many pitfalls into which those responsible for the organisation might fall, and that it behoved women who had knowledge of the subject to place any experience they had at the disposal of the Government machinery.

The Women's Farm and Garden Union, an old established institution, was the only existing association which dealt with women's work on the land before the War. A deputation of their number accordingly was received by Lord Selborne, President of the Board of Agriculture, early in 1916. As a result of subsequent negotiations with the Board of Agriculture, a grant was allowed to the Women's Farm and Garden Union to organise the training of women. The Women's National Land Service Corps was launched as a war offshoot of this Society, to deal with the problem of emergency war work as opposed to permanent employment.

The Government marked its appreciation of the objects of the Corps by allowing it a small additional grant, and by issuing a circular calling the attention of County Committees to the Corps, and advising them to use its services. Meetings of representatives from the Board of Agriculture, the Board of Trade, and the Women's National Land Service Corps were also arranged so as to ensure close co-operation with the work of the Government Departments named.

The Corps started work at once at 50, Upper Baker Street, a house most kindly lent them by Lord Portman. On March 6th, a meeting was held at Grosvenor House (by permission of



the Duke of Westminster), with the Duke of Marlborough in the chair; amongst the speakers were Mr. Walter Long, M.P., and Lord Milner, who had taken a keen interest throughout and done all in his power to help the Corps. A message of approval was read from the Prime Minister, and a letter from Lord Selborne, expressing his hearty approval and promise of support. Sir Lionel Phillips, another of the warmest and most effectual supporters of the Corps, had sailed for South Africa and was unable to be present. It was gratifying to note that all the best known agriculturalists, such as Captain Bathurst, Mr. Christopher Turnor, Mr. Rowland Prothero, Mr. Edward Strutt, and Professor Wood, all promised their support on the grounds that the movement was one in which the services of any organisation with previous technical knowledge were indispensable. The meeting was largely attended and aroused great interest.

## **OBJECTS OF THE WOMEN'S NATIONAL LAND SERVICE CORPS.**

The objects of the Corps are definite :—

- I.—To speed up the recruitment of all classes of women for work on the land, in order to ensure the maintenance of the home grown food supply.
- II.—To create a favourable opinion as to the value of women's work in agriculture by supplying a body of workers capable of making a good impression, and thereby breaking down the prejudices of those of the agricultural community who are opposed to the employment of women.
- III.—To use the members of the Corps, not only as units of labour, but as organisers of the work of village women, and as an example and encouragement to these women to come forward.
- IV.—To help in the work of general propaganda by supplying County Committees with organisers and trained speakers where these cannot be obtained locally.

The work accordingly falls into two departments, viz. : (1) propaganda and organisation; (2) the provision of workers; these will be considered under their separate headings.

## CO-OPERATION WITH COUNTY COMMITTEES.

It was realised that to be really effectual, and yet at the same time to avoid clashing with the organisation set up by the Government, there must be the very closest form of co-operation with the County Committees.

To ensure this, and to keep in touch with the work going on all over the country, representative ladies serving on several County Committees were asked to join the Committee. These included :—

Mary, Countess of Lovelace, member of the Surrey Committee for Women and Farm Labour.

Miss Pott, Honorary Secretary and Treasurer of the Berkshire Women and Farm Labour Committee.

Miss Puller, Honorary Secretary of the Hertfordshire County Committee.

Mrs. Parish, Joint Honorary Secretary of the Norfolk Women's War Agricultural Committee.

Mrs. Boys, Honorary Secretary of the Somerset Women's War Service Committee.

Mrs. Wilkins, the Chairman, and Mrs. W. C. Bridgeman, the Vice-Chairman, are both members of the Shropshire Advisory Committee.

Miss A. Churton, a member of the staff, represents the Women's National Land Service Corps on the East Sussex War Agricultural Committee.

In many counties also the close co-operation of the work with the County Organisation is ensured by a member of the County Committee being nominated as a representative of the Corps on that Committee; local officers of the Corps are also chosen from amongst the District Representatives and Parish Registrars, so that overlapping is rendered impossible.

The practical advantages arising from this linking up with County Organisations, are, on the side of the District Representative, that she is in touch with an authorised central organisation for procuring imported full-time workers, selecting candidates for free training, and supplying gangs of holiday workers, and organisers for village squads. This co-operation ensures that members are only sent into a district where there

is a shortage of local labour, and then only with the knowledge of the District Representative. On the other side, the Corps has the advantage of being able, when farmers apply for workers from any district, to find out, through the District Representative, whether these farmers are suitable employers for young girls, whether the conditions of housing are adequate, and also of knowing that there is a local officer to whom the girls can apply in any difficulty. The County Committees have given invaluable help to the Corps in this direction, and the most friendly relations have existed throughout both with the Committees and the Board of Trade officials.

## **1. PROPAGANDA AND ORGANISATION.**

Five full-time organisers and trained speakers were appointed, including a member of the party of speakers sent to France by the Berkshire Committee to see the agricultural work of French women behind the firing line.

A very large number of ladies, serving as Parish Registrars and District Representatives under the Government scheme, applied for the help of the organisers in various capacities, and altogether 161 meetings were addressed and assistance in organisation was provided in nine counties.

In one district in Worcestershire, an organiser resided for four months; during this time she undertook the whole of the organisation of village meetings and started the canvass of local women workers throughout the district. She was subsequently employed to help in the initiation of the work of the Upton-on-Severn Produce Committee, an organisation which collects local produce on a large scale and supplies many munition works and canteens. In connection with the above, she also helped to start a miniature factory for jam making, fruit bottling and vegetable pickling.

## **2. PROVISION OF WORKERS.**

To turn to the second part of the work, the Board of Agriculture and the Employment Department of the Board of Trade were fully aware of the great difficulty of recruiting the right type of women, and the harm caused by sending out unsuitable

workers; and as the organisation under the County Committees deals mainly with the enlistment of local village women in the rural areas, the Government Departments asked the Women's National Land Service Corps to concentrate on recruiting and training young women from urban areas, a source of recruits for imported labour not to any appreciable extent drawn upon by the County Organisations.

## **RECRUITING.**

Recruiting meetings were accordingly held in many large provincial towns, London suburbs and seaside resorts; recruiting speeches were made at public institutions and at meetings held by various societies dealing with women's work; all hockey and lacrosse clubs were circularised, secondary schools were approached through the Headmistresses' Association, many of whose members arranged meetings and accepted the offer of speakers; notices and advertisements were largely issued in the press, and a coloured poster was placarded over the London area.

The results produced varied very greatly during different months of the year; some idea of the work involved is shown by the fact that during the first two months some 4,500 letters were posted from the Head Office.

It must be remembered that of the applications only a small proportion were finally available as Members of the Corps. Many merely enquired out of curiosity: others were of a type more suitably dealt with by the Labour Exchanges or the Boys Country Work Society, and were therefore referred to them. A large number of applicants were obviously unfit on account of temperament, age or physique; and amongst the suitable women who remained, some were dependent on the work for a livelihood and were deterred from taking it up by the low wage and the uncertainty of future prospects.

## **SELECTION OF WORKERS.**

As one of the main difficulties in the agricultural situation was to induce farmers to employ women rather than let their land go out of cultivation, the Corps, as has been explained, laid great stress on the necessity of only sending out at this early

experimental stage, women who they thought would create a favourable impression on the farming community. This was, of course, an extremely difficult piece of work, when the material available was largely composed of young women from urban areas, who, however strong and competent, had no knowledge of agricultural life and work, and owing to the urgency of the demand could only be trained for a few weeks. Although the Corps was able to enlist a certain number of women who had had previous experience, it was of no use pretending that it could send out any large number of experienced farm hands. The best policy was to recognise this fact, and aim at guaranteeing only that the women wearing the Corps armlet (1) were of the right type as regards physique and character, (2) realised what conditions they were going to and what would be expected of them, and (3) had had a preliminary knocking into shape and possessed as much knowledge as it is possible to acquire during a six weeks' training.

In carrying this into effect, the Committee wish to make it clear that there are two distinct sides to the work—the positive and the negative. They have throughout attached great importance to the latter, and have taken considerable pains to prevent unsuitable women from going on the land. In the opinion of the Committee, indiscriminate recruiting may do great harm. It is unfair to the women themselves, who after a short trial of the work for which they are unfitted, return home disappointed and discouraged, having wasted their time and labour. It is obviously annoying to the farmer, and it tends to discredit the cause, inasmuch as individual failures become known and the impression is created that because one woman is unsuitable, therefore all are.

The Selection Committee, consisting of members of the Executive of the Women's National Land Service Corps, and of the Women's Farm and Garden Union, bear these facts in mind when candidates come before them. Candidates living at some distance from London are interviewed on behalf of the Corps by members of the Head Mistresses' Association, to whom a great debt of gratitude is owed for the prompt and invaluable help they have given.

The Selection Committee has also interviewed on behalf of the various County Committees, women living in or near London

who have applied to the local secretaries for training at the County Training Centres.

A special point is made of impressing on the applicants the drawbacks of the work : and explaining to them that really hard work and not play is required : that they will feel very tired at the end of the day : that they may not find comfortable lodging, but may have to put up with makeshift accommodation : that the wages received are relatively low, and that, unless they are working in a gang and can make suitable arrangements, they may have to cook their own food after finishing farm work.

In addition, to insure that applicants are suitable, both as regards character and physique, they are asked to give the names of two references.

A certain number of women who have been recommended to work on the land for the sake of their health have applied to the Corps. To prevent some of these and other unsuitable candidates taking up farm work for which they are unfit, arrangements have been made for their examination by the Corps Honorary Medical Officer. The Committee have been fortunate in securing the services of Miss Fraser in this capacity, and desire to express their thanks to her.

Applicants who have had previous knowledge of agricultural work are in the minority, and in all other cases approved candidates begin by undergoing a course of training.

## TRAINING.

As early as November, 1915, the Women's Farm and Garden Union started short War trainings for educated women on two farms, lent for the purpose in Essex by Lord Rayleigh. Since then the Women's Farm and Garden Union and the Women's National Land Service Corps have had several other farms and training places lent to them, a list of which is given in Appendix I. They have also received many offers of training at much reduced fees from Colleges and private farmers ; and many candidates for free trainings have been sent to the various County Training Centres.

The cost of training and maintenance for each girl on the farms under the control of the Corps and the Farm and Garden



Union up to last July was 15s. a week; but owing to the increased cost of living the sum has had to be raised to 20s. a week.

Free maintenance as well as training has been most kindly placed at the disposal of the Corps by Mrs. N. L. Cohen, Courtlands, East Grinstead, and Mr. and Mrs. Pelly, at Hochwold Hall, Brandon, Norfolk.

A number of bursaries have also been granted from a fund collected for this purpose.

As has been already stated, it is obviously impossible to give a thorough training in six weeks; but it has been found that during this time, students can learn to milk four or five cows and can improve rapidly after they get more practice on their first farm; they acquire a fair knowledge of the handling of tools and care of animals, which enables them to work intelligently under supervision when they first go out, and above all they have had a gradual hardening of the muscles, and are in a fitter state to start on hard manual work when placed on the land. Great stress is laid on the latter qualification, for so many cases arise of enthusiastic workers going straight on to a farm, and anxious to show their competence, breaking down through overdoing themselves at the start, whereas experience has shown that during the six weeks' training, girls become very much stronger, and are able to get through a gradually increasing amount of work without undue fatigue. Further, while the women are passing through the training farms, there is another opportunity of weeding out the unfit. How carefully the selection is done in the first instance is illustrated by the fact that the relative number of failures which must necessarily accompany new developments, has been extraordinarily small; the causes of failure being :—

- (1) Unsuitability of character.
- (2) Physical unfitness.
- (3) The women not realising until too late that the work was uncongenial.

Since the start, about 791 women have been trained through the combined efforts of the Women's Farm and Garden Union



and Women's National Land Service Corps; these have been placed on the land as permanent workers for the War by one or other of the two Associations. Besides this, 1,312 women have been placed either as permanent workers with previous experience and therefore not requiring training, or as untrained workers in gangs.

## PLACING ON INDIVIDUAL FARMS.

Most of the women after training are placed with individual farmers, either singly, in pairs, or in larger numbers, in response to the large demand for their work which is received at Headquarters.

Every care is taken to see that women, especially young girls, are sent to suitable employers, and that the accommodation—however rough—is adequate. In those cases where District Representatives are unable to report on this for the Corps, Organisers are sent to make a personal inspection and report on existing arrangements and make suggestions to the farmer, who is always glad to be relieved of the full responsibility in these matters. A trying side of the work to many women is the necessary loneliness; and to counteract this the Corps try and keep in touch by correspondence with and personal visits to the more isolated members of the Corps; this has had beneficial results in making them feel members of a National Association, doing patriotic work, with a headquarters to back them up in reasonable demands and to look after their interests.

## PLACING OF WOMEN AS LEADERS, etc.

The Committee are aware that if their activities in this branch of the work were confined entirely to that of supplying units of labour to individual farmers, the result, when it is remembered that 300,000 men have gone out of agriculture, would not relatively be very far reaching. Their ultimate aims in this connection are described in the following extract of a letter from the Chairman which appeared in the *Times* of June 1st, 1916:—

“Two hundred and fifty thousand men have been called out of agriculture, and more are going. So far some 50,000 village women (and they are mostly part-time workers only) have

“ registered to fill this gap ; and yet it is on these resident village  
 “ women that we must depend for the bulk of the labour, because  
 “ the agricultural industry requires scattered and not concen-  
 “ trated accommodation, and therefore cannot arrange for im-  
 “ ported labour on any large scale.

“ Some hundreds of women belonging to the professional  
 “ and leisured classes have come forward to avail themselves of  
 “ the proffered short war trainings, which will fit them to be full-  
 “ time workers on farms. These women have proved that a  
 “ strong, intelligent young woman without previous knowledge  
 “ can, without injury to herself, take the place to a large extent  
 “ of the less skilled labourers on a farm. Farmers all over the  
 “ country are now asking for the educated women. There is a  
 “ special mission for such women at the present moment. Experi-  
 “ ence during the last few months has shown that women of this  
 “ type, when carefully chosen and placed, have proved them-  
 “ selves invaluable, not only because of the actual manual work  
 “ they do, but because they have been the means of (1) bringing  
 “ out the village women in many districts where for various  
 “ reasons they were holding back : (2) causing farmers who have  
 “ previously refused to use the services of local women who had  
 “ registered finally to avail themselves of this source of labour.

“ To put it shortly, one educated woman, by her mere ex-  
 “ ample and encouragement and powers of organisation, has  
 “ been the means of making available 20 village women, at the  
 “ same time as she herself is also doing farm work.

“ As it is on the village women that we must depend for the  
 “ bulk of the necessary labour, the inference is obvious. We  
 “ want more educated women of the right type to take this up.  
 “ We want 2,000 women, not merely to work for 2,000 farmers,  
 “ but to be the means of making available the labour of 40,000  
 “ village women. It is for this reason that I am asking for  
 “ space in your columns, in the hopes that publicity given to this  
 “ fact will enable educated women to realise that they may be the  
 “ means of averting the danger announced by Mr. Acland which  
 “ is now threatening the home production of food.

“ Are all our young women with no home ties really doing  
 “ the work the country now needs of them? Or are not too  
 “ many strong, healthy, young women engaged in doing light

“ half-time work which could be done by older women, or women  
 “ with home ties? If this is so, and if the need of the country  
 “ is so great, has not the time come for their own consciences to  
 “ comb them out of their present occupation? The Women’s  
 “ National Land Service Corps appeals for recruits to carry out  
 “ this work. It arranges for six weeks’ trainings at a cost of  
 “ 15s. per week, including maintenance, and has free trainings to  
 “ offer. Applications are invited to the Secretary at the head-  
 “ quarters of the Corps, 50, Upper Baker Street, London,  
 “ N.W.”

### ORGANISATION OF VILLAGE WOMEN INTO SQUADS, UNDER A LEADER.

From their experience gained since the publication of this letter, which brought in a large number of recruits of the right type, the Committee are more and more convinced that concentration on the organisation of squads of village women, and on supplying the leader, who day in and day out works with the women themselves, is of the greatest value at the present stage. It is now a matter of common knowledge that those places where women have been used most effectually, are where a competent woman *on the spot* has been available to give full time work, combining her manual labour on the land with the organisation of the local village women. The Corps has been able to supply such women from headquarters when they have not been available locally; and by urging local ladies to fit themselves by short course trainings, and by co-operating with Parish Registrars, have done much to further this important aspect of the work.

A few examples of actual cases may be of interest in this connection.

*Miss X.* had a short war course. She was sent as leader of a small squad of educated women to a neighbourhood where village women had refused to go on the Register. She started by working for a farmer. After a week or two she was asked by the farmer if she could not get some of the village women to come and hoe with her, as he was so shorthanded. She did this with success. A neighbouring farmer then approached her

and asked if she could not get some for him. She went into the neighbouring town, and was put into touch with the County War Agricultural Committee, and through them interviewed various women on their books and took a gang out herself, and set them to work. She was then approached by a third farmer in the neighbourhood to do the same thing.

Here was a woman, sent in the first instance to act as leader of a small squad of three other educated women, with the result that beyond supplying their own labour they were the means of :—

- (1) Showing farmers what women could do and being the means of making them *ask for women*.
- (2) Collecting the part-time women and organising their labour to make it available to the farmer.
- (3) Persuading women to come and work who had previously refused to go on the Register.

Miss Y. received a short war training. She was asked by a District Representative to go and lead a squad of village women who had registered. She carried this work out successfully, and one of the women who had joined locally and worked under her has now been sent to a neighbouring village to act as squad leader there.

In this instance Miss Y. has, besides supplying her own labour, (1) organised the village labour so that the farmers were glad to use it, (2) been the means of providing a squad leader for a neighbouring village, who in her turn has made the labour of that village available.

Miss Z. was sent down to work for a farmer. She writes as follows :—

“ In this little village *all* the women, barring two, held that work on the land was ‘lowering,’ so that when I appeared on the scene it astounded them beyond measure, but they have got over their shock to the extent that five are now helping on this farm alone. There would be more scope in a larger place, for this village is tiny, and most of the women have ties. They soon come round to a reasonable way of thinking with an example. I have done ploughing, harrowing, rolling, horse-

raking, hedgeclipping, milking, and everything going on since I've been here. . . ."

## GROUPS OF HOLIDAY WORKERS.

Besides the provision of full-time trained workers, the Corps has also organised groups of holiday workers to undertake the work of fruit picking; hop-tying, stripping and picking; potato picking, etc. The gangs have varied in number from six to seventy-two, and were sent out under responsible leaders. The accommodation was inspected by an organiser, unless the group was sent at the request of the Board of Trade, who satisfied themselves that the conditions were suitable. Workers provided their own blankets, mattresses, crockery, etc.

This work was generally paid at piece rates; the pay, received varying with the competence of the worker, and the number of hours worked. As a rule, actual out-of-pocket expenses were covered. Parties were sent to Cambridge, Essex, Hants, Herefordshire, Kent, Lincoln, Norfolk, Scotland, Worcester. Many of the holiday workers have been so attracted by the outdoor life that they have offered themselves for training and become full-time workers for the winter.

## MISCELLANEOUS POSTS FILLED.

The following are a few examples of the various posts and duties which members of the Corps have undertaken :—

Motor tractor drivers, on a farm in Suffolk.

Driver of water cart.

Leader of gang of female patients at L.C.C. Lunatic Asylum, working on the land under the direction of the Medical Officer.

Bracken-cutting for the War Office.

Superintendents for six training centres; in addition, Miss Gray, former head of one of the training farms, has been appointed head of Model Farm, Dairy, Poultry, and General Farming School, West Malvern.

Farm bailiffs.

Women for milk rounds.

It is interesting to record that members of the Corps have gained prizes in ploughing competitions.

## **CO-OPERATION WITH OTHER ASSOCIATIONS.**

Applicants who were obviously suitable for farm work, but who for various reasons could not be placed in training farms or included in the holiday groups, were referred to the Labour Exchanges, the Boys' Country Work Society, and the Women's Defence Relief Corps, with whom the Women's National Land Service Corps has worked in closest co-operation.

## **VOLUNTARY WORKERS.**

The Committee are indebted to many voluntary workers for help given in clerical work, and in particular to Mrs. C. Waley Cohen, and to Miss Stettauer, who has undertaken the accounts from the beginning.

## **WOMEN FROM THE DOMINIONS.**

In the early days of the Corps, it was difficult to find women who had had previous experience in farm work. Fortunately some women from Australia, Canada, New Zealand, and South Africa with practical experience were available; three of these women have acted as superintendents of the training farms at different periods.

Several girls have come over at their own expense from South Africa for training, and are now doing good work on the land. Had it not been for the great distance and the expense involved in the journey to England and back, many others of those who volunteered to come over would also have been available as members of the Corps.

## **SUMMARY.**

It may be useful briefly to summarise the amount of success that has been achieved during the very short life of the Society, and the main difficulties which have been encountered. Reference to the extracts of letters given at the end of the Report, show that many of the women find the life extraordinary health-giving and delightful, in spite of the hardship and discomfort



often entailed through the limitations of accommodation and difficulties of housekeeping. Letters from employers also show how extremely satisfactory the work of the educated woman can be, provided she has been carefully selected, and placed with discrimination. Thanks are due to the pioneer members who have so patriotically carried out what was demanded of them in the service of their country; the Corps can fairly claim through them, to have contributed appreciably to the breaking down of much prejudice both amongst farmers and village women. To arrive at this result has entailed the devotion of a large amount of the energy at Headquarters to the negative side of the work, which although as important as the positive, cannot be represented by statistics. The aim has always been, not to establish a record number of women placed, but to be recognised as an organisation which, with a full understanding of agricultural conditions, and sympathy with the farmers' requirements, and with a due sense of responsibility as regards the women themselves, can be relied upon to minimise the possibility of those set-backs and complications which arise from sending out young women into new and untried conditions of life, containing many pitfalls for the unwary.

There is no doubt that the main difficulties encountered in getting a sufficient number of recruits to meet the demands made on the Corps by farmers are not connected with the actual work which has to be undertaken, but are due to:—

- (1) The lowness of the agricultural wage, as compared with that in other industries in which women are now wanted in such large numbers.
- (2) The nature of the accommodation and housekeeping arrangements, which often entail unaccustomed and trying discomfort to women who could otherwise easily cope with the work itself.

It is important to remember in connection with women's labour, that home claims must constantly interfere with emergency war work, and often oblige the woman to give up her occupation. This fact is responsible for the withdrawal of a certain number of members placed by the Women's National Land Service Corps, who would otherwise have carried on until the end of the war.



## WAGES.

The average wage now received ranges from 16s. to £1 a week with lodging, but without board. Really good milkers and carters, who are much in demand, can get from £1 to 25s. with lodging. While those who are not entirely dependent on their earnings can live on this and cover all out-of-pocket expenses, many women are deterred from taking up the work because it provides no margin for anything beyond the bare necessities of life. In answer to criticisms as to the desirability of educated women undertaking manual work at low pay, it must be borne in mind that they are doing it for patriotic motives, and are receiving the normal agricultural wage at war rates. The Corps refuses to send out women workers unless it believes that (1) they can live on the pay offered, and that (2) taking the present war rate of agricultural wages for men as a basis, they are being paid an equivalent according to their capacity and experience, and (3) that they are not undercutting or supplanting the work of local women, but are really wanted to take the place of men who have gone, and to prevent the decrease of the food supply.

## ACCOMMODATION.

The accommodation afforded to our workers, when they do not actually board and lodge at the farmhouse, generally consists of cottages roughly furnished with the barest necessities, or of lodgings in neighbouring cottages or villages. In the latter case, in low wage districts, the amount earned barely covers that charged for board and lodging. There is no doubt that women prefer having a cottage to themselves, provided two or three are working and living together, and can make some arrangement by which their housework can be done by a neighbouring cottager, or by a friend who lives with them for that purpose.

There are many cases where farmers are only deterred from employing women through the absolute lack of accommodation in an isolated district. It is difficult to suggest any remedy for this without measures which would be in the nature of a subsidy to the farming trade. It is found, however, by sending organisers to inspect accommodation and to give advice as to possibilities, that the Corps has been able to insist on a certain standard before sending women.

## FUTURE WORK.

The Government have intimated that after January 1st, 1917, all exemptions of agricultural labourers will be re-considered, and in view of the increasing demands of the Army, it is certain that more men of military age will be withdrawn from agriculture in the near future. The clear duty of the Corps is to redouble its efforts to meet the national emergency.

Increasing demands are already being made for women workers, especially for milkers and for women accustomed to horses. Recruits are urgently needed *now* to meet this demand, which is bound to increase. The aim of the Corps is to keep its training farms up to their full strength, and so continue to turn out a steady flow of trained workers.

## APPEAL FOR FUNDS.

Funds are urgently needed if the tradition of the Corps is to be kept up by means of that careful personal work which the Government have recognised is best carried out by a voluntary Society such as the Women's National Land Service Corps.

The headquarters staff must be maintained at full strength, and the expenses met of the voluntary and other organisers and inspectors, whose work has been found to be so invaluable in ensuring that the members of the Corps are placed under proper conditions.

Funds are also needed to provide free bursaries for training those applicants who cannot afford the £6 necessary.

In conclusion the Committee would take this opportunity of pointing out that the number of women who have passed through the training farms and the number who have been placed on the land is no fair index of the work that the Corps has accomplished during the first eight months of its existence. Much steady work has been done in educating public opinion and in surmounting the obstacles, which, owing to the prejudice of farmers and women alike, still block the way.

The country needs arousing to the gravity of the agricultural problem, and the Members and Organisers of the Women's National Land Service Corps are playing a not inconsiderable part in showing in what direction the solution of the problem lies.

## APPENDIX I.

### CENTRES where members of the Women's National Land Service Corps have been trained:

Little Baddow Hall, Chelmsford, Essex.	Lent by Lord Rayleigh to the Women's Farm and Gar- den Union.
Ringer's Farm, Terling, Witham, Essex.	Lent by Lord Rayleigh to the Women's Farm and Gar- den Union.
Barton Seagrave Grange, Near Kettering, Northants.	Lent by Viscount Hood, to the Women's Farm and Gar- den Union.
Duxhurst, Reigate, Surrey.	Lent by Lady Henry Somerset to the Women's Farm and Garden Union.
Warneford, Buckland, Faringdon, Berks.	Lent by the Knight of Kerry to the Women's Farm and Garden Union.
Hockwold Hall, Brandon, Norfolk.	Lent by Mrs. Pelly to the Women's National Land Service Corps.

### County Trainings.

Devonshire	...	...	Seale Hayne Agricultural Col- lege, Newton Abbot.
Gloucestershire	...	...	Pensyle, Nailsworth.
Lancashire	...	...	Warrington.
Monmouthshire	...	...	Usk.
Nottinghamshire	...	...	
Shropshire	...	...	Harper Adams College, New- port, Salop.
Wiltshire	...	...	Shaw Farm, Lockeridge.

### Other Colleges.

Cambridge University.

Midland Agricultural and Dairy College, Kingston, Derby.

South-Eastern College, Wye, Kent.

Sparsholt Agricultural College, near Winchester, Hants.

Swanley Horticultural College, Swanley, Kent.

Trainings have also been arranged on 14 different private farms for 53 members.

## APPENDIX II.

## EXTRACTS FROM LETTERS FROM EMPLOYERS.

. . . I would like here to thank you for being able to induce such splendid people to assist us in our present emergency, the two which I had from your Corps are splendid workers. I trust they will be none the worse for the hard time which they are at present having.

---

During the past fruit season I have had in my employ, for the purpose of gathering in the fruit (principally strawberries) nine members of the Land Service Corps. I thought it would interest you to know that the experiment has been a success. All nine stayed the full time of five weeks, and seven for a further week, making six weeks in all.

In spite of wet weather, dewy mornings and aching backs all pluckily stuck to their work, and this I think speaks well for women who had probably done no manual labour before. I should like to point out that the shortage of labour in the fruit season is not only during the war; but is of annual occurrence, and I am hoping that this experiment made to meet an emergency may be continued in future years to the advantage of the fruit growers and to the health of the ladies volunteering to come.

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. . . I am writing to let you know that Miss X arrived last Monday and has been doing good work since then. She has undertaken to milk four cows and is also feeding nine calves with the pail; feeding one horse and some pigs, also feeding the poultry afterwards and mid-day. I am also pleased to state that she takes a great interest in the work, and is most conscientious in everything she undertakes. You could not have sent me a better girl. I think you understood that she would live in the house with us, and be as one of the family. I am pleased to say she seems very happy and contented.

Thanking you for all the trouble you took in my case.

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. . . I am not sure whether I have already written to you or not to express my warm appreciation of the services of the four ladies you sent me for agricultural work a few weeks ago. All were employed almost every day during the four weeks they were here in the dull uninteresting work of weeding a field of roots. The harvest has been very late, and is even now not half finished, so that very little of the charm and beauty of work on the farm came their way. In spite of unfavourable weather at times they all of them struck to their work most conscientiously, and so far from any expression of weariness, they were uniformly bright and full of energy. Miss Z. acted as their leader, and set an example which was beyond praise.

I beg to express my thanks for the work they did and for the manner of the doing of it.

. . . I think it is only right that I should tell you that when you first came Mr. S. was absolutely convinced that no ladies from the South or from towns would ever do any farm work and no doubt he did not do as much as he ought to have done to help you to learn because he felt sure you would not do so, but now he is quite of an opposite opinion, and if things are in the same state next year, we shall be only too pleased if you will help us again then.

---

I have been so very busy the past hop-picking season, that I have not had the opportunity to write you my thanks for kindly sending me down the lady hop-pickers. . . .

I was most satisfied and I do really hope that I gave satisfaction myself to the whole party that you kindly sent down, but of course this was quite an innovation and one could hardly have expected it to have been the success it was, and I would here like to say that no small amount of credit is due to Mrs. T. for bringing about this success; she as supervisor did a great deal of practical and thoughtful work, which was absolutely essential for the well being of the party, and which she carried through in an admirable way. Please again accept my very best thanks for all your trouble, with best wishes for the success of your Society, which I am sure it deserves.

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#### EXTRACTS FROM LETTERS FROM MEMBERS.

. . . The chief part of this farm is cattle-breeding (Short-horns), and I am working with the herd which is large and exceedingly valuable. There are only the herdsman, a boy and myself, so our time is well filled. We work from 6 a.m. to 5 p.m. (it is generally a little later and during the hay-harvest we worked in the fields till nine, and shall do so again with the corn). There are quite a number of bulls here of all ages, which have to be led out for exercise daily. I have quite forgotten I was once afraid of such animals! And then there are the cows and the calves, with their food to prepare, their houses to look after, and so on. We also put in time on the land when our work is done, and for two hours or so in the afternoons we are hoeing roots, or cutting thistles, or mending hedges, etc. . . . I am really getting some valuable experience here, and as I was on a dairy farm before, I feel that I am learning what may prove very useful to me later on. I have a plan that after the War, when I can make arrangements for myself, that I will go somewhere where there are goats, and later perhaps have my own herd. There is a future before the goat, as was shown at the Manchester Royal Show. I mention this because some day I may be applying to the Corps or to the Women's Farm and Garden Union for a place with someone else's herd. I cannot of course make any change while I am wanted here. If you wish it, I shall be very happy to write to you sometimes as Secretary of

the Corps. This is a quiet place, I sometimes feel quite out of the world. It is very pleasant to think that I am a member of a Corps of women who are all working more or less in the same way, and therefore, I am not really lonely. Nevertheless, I am really very happy, and everyone here is exceedingly kind and considerate. I think Mr. E. would tell you that I am not a failure—but then, I dare not be! I may add that I am a town girl. I have seen it stated in the papers that town girls are not wanted on the land. I have several friends in other parts of the country also working on farms, and they are all from towns. As a matter of fact, the country women look down on this sort of thing. Some farmers' wives told me they would not permit their daughters to work on the land with the men: "It is all very well for you," they added, everyone knows why you are doing it, but if we once allowed ourselves to take it up we should be looked down on." They also said I could "leave it at any time if I wished." The labourers' families are just as bad. Though some of the younger girls will eagerly follow an example for a little while. I daresay the country women would prove very capable however, *if they liked*. But to them, work on the land, even in war time, is only very hard work, without any interest. . . .

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. . . I arrived at the farm in time to help with the hay, and had new and interesting experiences in horse-raking and tedding, cocking, pitching and loading. I also learned to rope on a load, to drive a team, and crack a whip and shout "Woa-up," "Come 'ither," etc., etc., with some effect! After hay-time, came a fortnight with the sheep, Kent ewes. I went with Mr. F. to D—, where he had some land, to help him milk them out, and a few days later brought them back, to mind them on the Lids and Downs. I never realised before that sheep were so interesting. I got to know them quite well and they me, after a few days, and they learned to follow me, while the dog walked behind. At the end of a fortnight we dipped them, and over 200 Hampshire Down Lambs. I began by dipping them in a bath with a pole; but I was not very successful with that, and instead helped the shepherd catch them and throw them in. That evening I took my ewes back to D—. We started off at a great pace, and in a cloud of dust, with many injunctions from Mr. F. not to hurry, and to be sure and take the number of any cars that run us down. We had hardly turned the corner when a corps of motor cyclists ran into us and half the flock were chased down the road to W—, while the others went towards D—. I had a very anxious time collecting them again; however, we reached D— after about two hours, and very dusty and exhausted, but the right number. . . . . After shepherding, the chief work was horse-hoeing, cutting out the Charlock, and now for almost a fortnight off and on, we have been working with the harvest. So far, I have spent seven days shocking up wheat with the carter's wife, and alto-



gether we have done about 30 acres. Of course I have lots of other odd jobs, carting manure, mending sacks, loading waggons, fetching green meat for the horses and helping in the stables and manuring, etc. The men are very much interested and instruct me in all branches of farming, and are always willing to let me try my hand at anything that they are doing. On wet days I try to keep the granary tidy, and often go to the Common for Mr. F. to see that his Welsh bullocks and horses are all right. He is very good to me and tells me everything I ought to know about the work. He shows me how to know good cattle, charcoal from turnips, and the different kinds of wheat and crops and many other things.

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. . . There are eight of us now in my gang, four are Girton girls, and two are medical students, and the farmers are quite eager to employ us. One of these even offered to drive us to his farm in his motor car and back again in the evening. . . .

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. . . I have learned to like the early hours and daily routine. I get the cows in for milking at 5.30 a.m. Milk, and feed the calves, and do the separating before breakfast, which is at 8 a.m. After breakfast I clean out the sheds and piggeries, and then help in the fields, mow thistles with a scythe or hoe in the gardens. An hour is allowed for lunch and we generally finish work about 5.30 or 6 p.m. The bailiff and I are the only hands on the farm except two small boys who come to help with the milking after school hours; the man whose place I am taking is at the Front. . . .

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. . . As soon as we got to the Farm Monday afternoon we were set to work. Miss G. acted as waggoner, fetching home the loads of hay, and taking back empty carts, while I helped Mr. H. and Miss I. to unload. We worked until 9.30 with a short interval for tea. Tuesday, we hoed mangles; the weeds were so tall and thick that this meant hand weeding before using the hoe, as it was slow work: nine hours of that. Wednesday morning I hoed and Miss G. drove the swathe-turner, and in the afternoon we went on hayrick-making until 9.30. Ditto Thursday, Friday and Saturday, only we finished an hour earlier on Saturday. Mr. H. is so pleased you sent workers so soon; he says it has made all the difference getting in the hay, having us there, that before we came they were only just moving slowly, but now they have got on well with the work, and jolly hard work it is too, making the rick, and thirsty work too, but Mr. H. provides plenty to drink. Also with regard to the hoeing Miss I. told me that Mr. H. said I was getting on slowly (a four-acre patch) but he didn't mind that as I was doing the work thoroughly and he did not think it would have to be done again. . . .

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. . . When Mr. J. engaged me to work at the Home Farm he agreed to pay me 15s. a week. I was to do the work of



"under-cowman." At the end of the first week instead of letting the foreman pay me among the rest, Mr. J. himself came round to the cowsheds especially to do so, and in handing me a £1 note (of which I naturally supposed he expected me to give 5s. change!), said, "Miss K., I am giving you £1 a week at once, as I am thoroughly satisfied and pleased with the way your work here is done, and I am raising your money as you are well worth it." It really was a proud moment! Can't you just understand how I felt? No doubt you have heard a little about Mr. J., and you may be *quite* sure that wages have to be well and hardly earned before he gives any away. An old man, who is almost beyond work and fearfully deaf, assists me with the milking, but I have done all the cows, and can manage them well, they are quieter, happier, and give more milk with me than they do with him. I have to call them in and turn them out again, clean the cow shed, sweep out the calves' places, lime, and re-straw. Feed 74 pigs and clean out, lime, etc., the pig styes. Feed and water eleven or twelve calves, and at the end of the day get cake again for the cows in the mangers, for the early morning milking. Besides all sorts of odd jobs. It is tremendous work really, as the buildings are large, and there is a great deal of ground to cover. But I have done it, and I know I have done it well. All the workmen on the estate are civil and respectful and keep their place. They are, one and all, from the bailiff down to "Bob," the milk-boy, ever on the look-out to show some little politeness to me, and I much appreciate it. They are so kind, and try to lend me a hand whenever possible. From remarks made in the village, I know they think the job is a pretty hard one for me, but I hear they all agree amongst themselves that "the lady wot works up at the Hall buildings can work, and no mistake, she's wonnerful quick!" And Mr. J. was heard to say that the sheds and places are now kept "so scrupulously clean," so you see I have been trying hard to "do my bit." Every chance I get, I explain that I am working there under the auspices of the Women's National Land Service Corps, and, of course, I always wear my armlet. When asked, as I often am, how long I shall remain, I say that it to a great extent depends upon the Headquarters people, because workers are sent all over the country to pioneer the work, and to open up new districts for women's labour and to organise, and so on.

. . . We have all three been through the hay and harvest time—we rode the binder, and understand every inch of it. We rode the drag at both seasons, and the "turners" and "side deliverers" and "cutters" in hay time. Of course, we can all plough and horse-hoe, and those sort of things, and harness the horses, and everything like that, and we can milk too, so next year we shall be able to call ourselves "experienced farm hands."

Farming is not a bit hard and horrid, like you said I was to expect. Of course I was out in all weathers, at first it was a

novelty getting soaked through and I rather enjoyed it, and afterwards I got so used to it that I did not mind either. The days I used to like were when we sent the pigs to market. I used to drive them in a cart, then explore the market and examine the stalls, and come home bringing so many cwt. of cotton-cake. They were nice easy days.

The next best thing was going with the "cutters" or "binders," because when there was only a little strip left we used to have awful sport with the rabbits. One day we killed as many as seventy-five. I found the men and boys on the farm very easy to get on with. I was known as "our lady." At first they eyed me with suspicion, but afterwards they were very proud of me, and would not have it that my friends on the other farm could do as much as I could.

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. . . The man whom I have come to replace has not yet gone, but will I think at the beginning of next month, so I have been practising ploughing with him, and two days when he did not turn up I looked after his horses and took the plough out alone. I think this convinced Mr. M., otherwise I have been doing odd jobs, mostly hedge-trimming. Mr. M. is a most kind and thoughtful master. There is another local girl also working for him, and he insists that we shall not over-exert ourselves, and take rests whenever we need them, and he says it is a good deal better for him that we should keep fit.

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. . . You will be interested to hear that the firm is very much pleased with our work; but for us they say, it would have been quite impossible to harvest the crop. Our camp has done better than any other, both in quantity, and in stripping clean. The farmer said he only had to say the fruit was wasting, and he believed we would pick all night. I think these remarks applied to all at the camp, they are all here as doing war work.

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Just a line to tell you that we are getting on well on this new farm. We came before the hay was all in and have been harvesting the remainder and the corn crops since. Mr. N. is *very* considerate to us and makes the work as pleasant as can be. We did not have to get up early on the days we were expected to work late. You will be surprised to hear that—owing to the carter's (or horse-keeper, waggoner, etc.) having left Saturday without notice (for a better-paid job), and the soldier lent having been recalled—we are the only labourers on the farm! What do you think we have been doing to-day? Taking it in turns, ploughing with four horses! It's a great game. There is a great deal of corn land to plough, and when Mr. N. has got another double plough we shall both be going at the same time, each with four heavy horses. Isn't that great? The girls who were here before were evidently great amateurs and we are being appreciated. Isn't it nice to have somebody praise your work for a change?

# LIST OF DONATIONS.

## GENERAL FUND.

						£	s.	d.
Acland, The Rt. Hon. Francis and Mrs.	...	...	...	...	...	2	0	0
Acworth, Mrs.	...	...	...	...	...	3	3	0
Albemarle, The Countess of	...	...	...	...	...	5	0	0
Anonymous	...	...	...	...	...	25	0	0
Anonymous	...	...	...	...	...	2	0	0
Ashton, Miss Margaret	...	...	...	...	...	10	0	0
Bagg, Mrs.	...	...	...	...	...	10	0	0
Baker Mrs.	...	...	...	...	...	3	3	0
Bathurst, Captain, M.P.	...	...	...	...	...	5	5	0
Bedford, The Duke of	...	...	...	...	...	100	0	0
Booth, The Rt. Hon. Charles	...	...	...	...	...	250	0	0
Browne, Miss Leigh	...	...	...	...	...	1	0	0
Brownlow, The Earl	...	...	...	...	...	5	0	0
Busk, W. G., Esq.	...	...	...	...	...	1	1	0
Cadbury, Mrs. George	...	...	...	...	...	10	10	0
Campbell, Mrs.	...	...	...	...	...	1	1	9
Cassel, The Rt. Hon. Sir Ernest	...	...	...	...	...	100	0	0
Chamberlain, Miss Hilda	...	...	...	...	...	10	0	0
Chance, Sir William, Bart.	...	...	...	...	...	3	0	0
Church, Miss Ursula	...	...	...	...	...	3	0	0
Cohen, Louisa, Lady	...	...	...	...	...	5	5	0
Courtauld, Miss	...	...	...	...	...	5	0	0
Cozens-Hardy, The Lord	...	...	...	...	...	2	2	0
Debenham, Miss Alice	...	...	...	...	...	10	0	0
Debenham, Miss Edith	...	...	...	...	...	2	2	0
Debenham, Ernest, Esq.	...	...	...	...	...	20	0	0
Dexter, Mrs. (per Lady Campbell)	...	...	...	...	...	6	0	0
Eckstein, F., Esq.	...	...	...	...	...	250	0	0
Falmouth, The Viscountess	...	...	...	...	...	3	0	0
Fitzgerald, Lady	...	...	...	...	...	5	0	0
Forster, Mrs. Arnold	...	...	...	...	...	1	1	0
Fortescue, The Countess	...	...	...	...	...	1	0	0
Fortescue, The Earl	...	...	...	...	...	10	0	0
Fox, Mrs. Bonville	...	...	...	...	...	10	0	0
Franklin, Mrs. Fred.	...	...	...	...	...	5	0	0
Fremantle, Mrs.	...	...	...	...	...	1	0	0
Glenconnor, The Lord	...	...	...	...	...	50	0	0
Grey, the Earl	...	...	...	...	...	5	0	0
Guinness, The Hon. Rupert, M.P.	...	...	...	...	...	50	0	0
Heap, Miss Beatrice	...	...	...	...	...	6	0	0
Hepburn, Sir Henry and Lady	...	...	...	...	...	10	0	0
Hooper, Geoffrey, Esq.	...	...	...	...	...	0	10	0
Kipling, Mrs. Rudyard	...	...	...	...	...	5	0	0
Lawrence, Miss H. C.	...	...	...	...	...	1	1	0

Leaf, Miss E. M.	...	...	...	...	...	3	3	0
Levett, Mrs.	...	...	...	...	...	1	1	0
Lewis, Mrs. Hornby	...	...	...	...	...	10	0	0
Lovelace, Mary, Countess of	...	...	...	...	...	5	0	0
Macdonald, Miss	...	...	...	...	...	1	1	0
Marsham-Townshend, The Hon. Mrs.	...	...	...	...	...	10	0	0
Matthews, Ernest, Esq.	...	...	...	...	...	1	1	0
Michaelis, Max, Esq.	...	...	...	...	...	100	0	0
Moodie, Mrs. Pigot	...	...	...	...	...	10	0	0
Pelly, Mrs.	...	...	...	...	...	26	5	0
Phillips, Sir Lionel, Bart.	...	...	...	...	...	250	0	0
Plymouth, The Earl of	...	...	...	...	...	50	0	0
Richardson Evans, Mrs.	...	...	...	...	...	10	10	0
Rivington, Miss C. M.	...	...	...	...	...	3	3	0
Rothschild, Messrs.	...	...	...	...	...	31	10	0
Salisbury, The Marchioness of	...	...	...	...	...	5	0	0
Salmon, Mrs.	...	...	...	...	...	1	11	6
Seobohm, Mrs. Hugh	...	...	...	...	...	1	1	0
Shaftesbury, The Earl of	...	...	...	...	...	3	3	0
Smithers, Alfred, Esq.	...	...	...	...	...	25	0	0
Sumner, The Lady	...	...	...	...	...	5	5	0
Talbot, Maj. Gen. Sir R.	...	...	...	...	...	10	0	0
Waldstein, Sir Charles	...	...	...	...	...	5	0	0
Ward, Miss Dorothy	...	...	...	...	...	0	10	6
Welby, Lady Maria	...	...	...	...	...	0	10	0
Welby, Sir Charles, Bart.	...	...	...	...	...	1	0	0
Wernher, Lady	...	...	...	...	...	250	0	0
Williams, Col. Sir R. Bart.	...	...	...	...	...	10	10	0
Wimborne, Cornelia, Lady	...	...	...	...	...	5	0	0
Sums under 10/-	...	...	...	...	...	1	11	2

TOTAL £1,852 0 11

### BURSARY FUND.

	£	s.	d.
Barrow, Mrs.	3	0	0
Canziani, Miss	1	10	0
Casper, Mrs.	1	5	0
Chapman, Mrs.	4	10	0
Cohen, Mrs. N. L.	1	10	0
Egerton, The Lady Alix	3	0	0
Goodfellow, Mrs.	3	0	0
Hudson, Mrs.	1	10	0
Maitland, Mrs.	3	0	0
Matthey, Miss	7	10	0
Pott, Miss	9	0	0
Rowntree, Mrs.	3	0	0
Thomasson, Mrs.	20	0	0

£61 15 0

# WOMEN'S NATIONAL LAND SERVICE CORPS.

CASH STATEMENT for the period 21st January, 1916, to 30th September, 1916.

RECEIPTS.			PAYMENTS.		
	£	s. d.		£	s. d.
To Subscriptions	...	...	By Advertisements	...	64 8 9
" Bursary Subscriptions	...	...	" Badges	...	27 0 0
" Government Grant	...	...	" Furnishing, Repairs, etc.	...	66 18 7
" Enrolments and Badges	...	...	" Postage, Telephone, Typewriter and Cyclo- style, Petty Cash, Coal, Insurance, Rates, etc.	...	263 5 7
" Refunds—Furnishing	£23 13 0		" Organiser's Expenses	...	136 11 0
Meetings	2 2 6		" Stationery	...	74 1 1
Organiser's Expenses	16 1 7		" Salaries—Office	£474 18 0	
Uniforms	28 10 1		Organisers (Town and Country)	387 2 3	
Miscellaneous	1 10 0				862 0 3
					30 17 11
Sale of Literature	...	...	Uniforms	...	57 10 0
	...	...	" Bursaries	...	
					1,582 13 2
			" Balance—		
			Cash at Bank on Current <i>a/c</i>	£118 5 2	
			Cash at Bank on Deposit <i>a/c</i>	500 0 0	
			Cash in hand	1 11 0	
			Petty Cash in hand	7 18 4	
			Stamps in hand	1 1 2	
					628 15 8
					£2,211 8 10

I have compiled the above Cash Statement from the books and vouchers of the Corps, and in my opinion it is correct and in accordance therewith.

5, 6 and 7, Hampden House,  
Kingsway, W.C.

24th October, 1916.

E. AYRES-PURDIE, Auditor, Certified Accountant.

\* Other Bursaries have been given by the Women's Farm and Garden Union.





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